

News

U.S. Department of Labor
Bureau of Labor Statistics
PO Box 193766
San Francisco, CA 94119-3766



CONTACT:

Stanley P. Stephenson (415) 975-4373
Nancy A. Treadwell (415) 975-4403
Public Information Line (415) 975-4350
Internet address: <http://stats.bls.gov/ro9news.htm>
Fax on demand (415) 975-4567, Document 9570

BLS 01-15
FOR RELEASE:
Tuesday, February 27, 2001

HIGHLIGHTS OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA NATIONAL COMPENSATION SURVEY APRIL 2000

Workers in the San Francisco-Oakland-San Jose metropolitan area averaged \$22.06 per hour during April 2000, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Stanley Stephenson reported that white-collar workers averaged \$26.21 per hour and accounted for 63 percent of the workers in the area. Blue-collar employees averaged \$16.55 per hour and represented 20 percent of the workforce, while the remaining 17 percent worked in service occupations and earned \$13.61 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 353 firms representing 1,492,300 workers in the San Francisco-Oakland-San Jose metropolitan area, which includes Alameda, Contra Costa, Marin, Napa, Santa Clara, Santa Cruz, San Francisco, San Mateo, Solano, and Sonoma Counties in California. Seventy-seven percent of those represented worked in private industry.

In the San Francisco-Oakland-San Jose metropolitan area, average hourly wages were published for nearly 120 detailed occupations. (See table 1.) Among white-collar workers, electrical and electronic engineers averaged \$38.94 per hour; computer programmers, \$30.05; secretaries, \$18.97; and bank tellers, \$10.04. Blue-collar occupations included electricians earning \$30.18 per hour, truck drivers at \$17.04, and hand packers and packagers at \$8.31. In the service occupations, police and detectives, public service averaged \$29.44 per hour; cooks, \$15.47; and baggage porters and bellhops, \$7.45.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the San Francisco-Oakland-San Jose area averaged \$23.12 per hour and part timers earned \$13.86. Union workers in blue-collar job averaged \$21.19 per hour; while their non-union counterparts made \$12.12. Private industry workers at establishments employing 50-99 workers averaged \$18.35 per hour and those in establishments with 500 or more employees earned \$27.61.

National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2000 (continued)

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the San Francisco-Oakland-San Jose National Compensation Survey April 2000 (Bulletin 3105-32). While supplies last, single copies of the bulletin are available from the San Francisco Information Office by calling 415-975-4350. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://stats.bls.gov/comhome.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in San Francisco by dialing 415-975-4567 and requesting document 9570.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the San Francisco Information Office at 415-975-4350 from 9:00 a.m. to 11:00 a.m. and 1:30 p.m. to 4:00 p.m. Pacific Time.

Table 1. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2000

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All.....	\$22.06	2.9	\$21.17	3.7	\$25.54	2.2
All excluding sales.....	22.52	3.0	21.68	3.9	25.55	2.2
White collar.....	26.21	3.1	25.94	3.9	27.14	3.0
White collar excluding sales.....	27.45	3.2	27.56	4.1	27.15	3.0
Professional specialty and technical.....	33.14	2.2	33.46	2.6	32.39	3.8
Professional specialty.....	34.82	2.4	35.29	2.9	33.87	4.1
Engineers, architects, and surveyors.....	37.61	2.3	37.74	2.3	35.99	7.9
Civil engineers.....	35.13	5.9	34.02	3.3	35.65	8.5
Electrical and electronic engineers.....	38.94	3.8	38.92	3.8	-	-
Industrial engineers.....	31.02	4.7	31.02	4.7	-	-
Engineers, n.e.c.....	38.95	3.2	38.95	3.2	-	-
Mathematical and computer scientists.....	37.31	3.7	37.49	3.8	-	-
Computer systems analysts and scientists.....	37.16	3.9	37.35	4.0	-	-
Natural scientists.....	28.07	10.0	31.22	8.8	-	-
Health related.....	29.97	2.8	28.87	2.9	32.93	6.0
Physicians.....	36.68	19.4	-	-	53.11	9.8
Registered nurses.....	30.09	2.0	30.36	2.4	29.27	3.3
Dietitians.....	22.51	5.0	-	-	-	-
Teachers, college and university.....	46.87	10.8	58.33	18.4	39.50	6.0
Business, commerce, and marketing teachers.....	43.65	12.9	-	-	-	-
Other post-secondary teachers.....	34.94	13.2	36.21	19.1	34.56	16.3
Teachers, except college and university.....	34.10	6.7	18.59	12.8	36.35	6.6
Prekindergarten and kindergarten.....	26.29	23.5	-	-	-	-
Elementary school teachers.....	37.53	7.8	21.95	9.4	37.87	7.9
Secondary school teachers.....	33.07	19.9	21.82	20.2	-	-
Teachers, special education.....	42.75	7.8	-	-	-	-
Teachers, n.e.c.....	30.81	5.8	15.67	23.5	32.65	6.1
Vocational and educational counselors.....	22.16	8.1	15.82	10.5	-	-
Librarians, archivists, and curators.....	26.93	8.4	-	-	28.50	6.9
Librarians.....	26.93	8.4	-	-	28.50	6.9
Social scientists and urban planners.....	28.12	8.0	29.01	11.0	26.19	5.8
Economists.....	29.01	12.4	29.01	12.4	-	-
Psychologists.....	26.77	4.8	-	-	26.19	5.8
Social, recreation, and religious workers.....	22.74	5.3	20.24	8.8	24.90	6.6
Social workers.....	24.40	7.5	-	-	26.19	6.5
Lawyers and judges.....	61.53	9.1	62.61	10.1	-	-
Lawyers.....	61.53	9.1	62.61	10.1	-	-

See footnotes at end of table.

Table 1. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2000 (Continued)

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar (Continued)						
Professional specialty and technical (Continued)						
Professional specialty (Continued)						
Writers, authors, entertainers, athletes, and professionals, n.e.c.....	\$26.20	8.8	\$27.57	9.5	\$21.48	12.6
Professional, n.e.c.....	21.96	16.6	-	-	-	-
Technical.....	25.40	3.8	26.53	4.4	20.50	3.8
Clinical laboratory technologists and technicians.....	24.57	6.2	24.42	6.6	-	-
Radiological technicians.....	26.34	3.7	26.41	3.8	-	-
Licensed practical nurses.....	18.96	3.0	18.71	3.1	19.80	6.9
Health technologists and technicians, n.e.c.....	18.89	5.4	19.10	8.7	18.58	4.0
Electrical and electronic technicians.....	23.60	4.9	23.43	4.8	-	-
Engineering technicians, n.e.c.....	22.28	4.6	-	-	-	-
Drafters.....	27.54	13.1	27.54	13.1	-	-
Computer programmers.....	30.05	8.5	30.05	8.5	-	-
Legal assistants.....	23.02	5.9	23.78	6.3	-	-
Technical and related, n.e.c.....	24.54	5.5	26.75	4.1	19.74	6.7
Executive, administrative, and managerial.....	36.55	5.1	38.59	5.6	27.77	6.0
Executives, administrators, and managers.....	43.67	6.5	44.87	7.1	35.32	6.7
Administrators and officials, public administration.....	33.12	9.3	-	-	33.12	9.3
Financial managers.....	38.93	9.1	39.03	9.3	-	-
Managers, marketing, advertising, and public relations.....	45.45	8.0	45.45	8.0	-	-
Administrators, education and related fields.....	36.77	7.2	25.78	6.0	-	-
Managers, medicine and health.....	34.48	7.1	32.15	6.1	-	-
Managers, service organizations, n.e.c.....	22.15	9.9	22.44	10.7	-	-
Managers and administrators, n.e.c.....	49.70	10.5	50.04	10.7	-	-
Management related.....	26.92	3.1	28.36	3.0	23.10	6.4
Accountants and auditors.....	28.00	4.2	28.24	4.5	-	-
Other financial officers.....	31.39	6.8	32.14	7.0	-	-
Management analysts.....	29.58	4.5	27.95	1.8	-	-
Personnel, training, and labor relations specialists.....	25.63	7.9	25.88	12.0	-	-
Purchasing agents and buyers, n.e.c.....	25.99	6.8	-	-	-	-
Inspectors and compliance officers, except construction.....	27.59	13.3	-	-	-	-
Management related, n.e.c.....	24.65	6.9	27.73	6.9	18.98	8.2

See footnotes at end of table.

Table 1. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2000 (Continued)

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar (Continued)						
Sales.....	\$15.24	8.6	\$15.20	8.7	-	-
Supervisors, sales.....	17.03	14.5	16.87	14.8	-	-
Sales workers, apparel.....	8.83	13.0	8.83	13.0	-	-
Sales workers, furniture and home furnishings.....	9.37	6.9	9.37	6.9	-	-
Sales workers, other commodities.....	13.65	19.5	13.60	19.7	-	-
Cashiers.....	10.68	7.2	10.60	7.3	-	-
Sales support, n.e.c.....	14.56	6.4	14.56	6.4	-	-
Administrative support, including clerical.....	15.91	2.7	15.33	3.2	\$18.09	2.7
Supervisors, general office.....	22.90	5.7	-	-	23.88	4.6
Computer operators.....	21.39	8.0	-	-	-	-
Secretaries.....	18.97	3.8	18.95	4.5	19.07	5.5
Stenographers.....	21.52	12.1	-	-	-	-
Typists.....	14.92	13.3	-	-	-	-
Transportation ticket and reservation agents.....	14.65	19.4	14.65	19.4	-	-
Receptionists.....	11.76	4.3	11.76	4.3	-	-
Information clerks, n.e.c.....	15.74	7.9	15.74	7.9	-	-
Order clerks.....	17.25	9.3	17.25	9.3	-	-
Personnel clerks, except payroll and timekeeping.....	18.89	7.6	17.76	7.8	-	-
Library clerks.....	15.83	7.1	-	-	17.06	6.5
File clerks.....	10.52	9.4	10.43	9.5	-	-
Records clerks, n.e.c.....	12.67	14.7	-	-	-	-
Bookkeepers, accounting and auditing clerks.....	16.54	4.4	16.48	5.6	16.73	4.1
Billing clerks.....	15.74	10.4	-	-	-	-
Dispatchers.....	19.70	12.8	-	-	24.59	3.8
Production coordinators.....	17.23	15.0	17.23	15.0	-	-
Traffic, shipping and receiving clerks.....	16.11	10.2	16.03	10.7	-	-
Stock and inventory clerks.....	14.46	7.9	14.19	9.4	-	-
Material recording, scheduling, and distribution clerks, n.e.c.....	15.04	13.7	14.32	16.7	-	-
Investigators and adjusters, except insurance.....	18.49	5.1	18.26	5.9	-	-
Eligibility clerks, social welfare.....	19.25	10.4	-	-	20.73	7.1
General office clerks.....	14.71	4.7	14.07	6.7	15.86	2.7
Bank tellers.....	10.04	3.3	10.04	3.3	-	-
Data entry keyers.....	10.83	7.8	10.83	7.8	-	-
Teachers' aides.....	11.73	8.8	-	-	11.76	8.9
Administrative support, n.e.c.....	17.23	2.9	16.65	2.8	19.23	3.2

See footnotes at end of table.

Table 1. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2000 (Continued)

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar.....	\$16.55	4.7	\$15.81	5.1	\$22.87	4.2
Precision production, craft, and repair.....	21.80	4.6	21.03	5.3	26.59	4.3
Supervisors, mechanics and repairers.....	26.43	10.0	24.71	11.4	-	-
Automobile mechanics.....	32.02	15.4	32.02	15.4	-	-
Bus, truck, and stationary engine mechanics.....	20.75	3.4	20.75	3.4	-	-
Electronic repairers, communications and industrial equipment.....	17.69	6.0	16.85	3.2	-	-
Mechanics and repairers, n.e.c.....	21.70	7.4	20.12	7.5	26.51	9.5
Electricians.....	30.18	10.9	32.43	7.7	-	-
Construction trades, n.e.c.....	22.16	5.6	-	-	-	-
Supervisors, production.....	23.99	6.8	23.99	6.8	-	-
Electrical and electronic equipment assemblers.....	11.97	14.8	11.97	14.8	-	-
Inspectors, testers, and graders.....	12.37	10.7	12.37	10.7	-	-
Stationary engineers.....	26.62	3.2	-	-	-	-
Machine operators, assemblers, and inspectors.....	13.02	8.4	13.02	8.4	-	-
Miscellaneous machine operators, n.e.c.....	12.92	7.1	12.92	7.1	-	-
Assemblers.....	12.31	16.3	12.31	16.3	-	-
Transportation and material moving.....	16.44	12.3	15.78	15.1	\$19.37	5.0
Truck drivers.....	17.04	9.6	16.96	10.4	-	-
Industrial truck and tractor equipment operators.....	17.38	15.5	17.38	15.5	-	-
Miscellaneous material moving equipment operators, n.e.c.....	20.20	20.2	20.20	20.2	-	-
Handlers, equipment cleaners, helpers, and laborers.....	11.92	7.6	11.09	7.7	19.07	4.2
Groundskeepers and gardeners, except farm.....	16.17	16.5	-	-	-	-
Stock handlers and baggers.....	10.46	5.3	10.46	5.3	-	-
Freight, stock, and material handlers, n.e.c.....	15.89	11.4	15.89	11.4	-	-
Garage and service station related.....	9.33	8.4	9.33	8.4	-	-
Hand packers and packagers.....	8.31	3.7	8.31	3.7	-	-
Laborers, except construction, n.e.c.....	14.89	8.5	13.93	9.9	-	-

See footnotes at end of table.

Table 1. Mean hourly earnings(1), all workers:(2) Selected occupations, private industry and State and local government, National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2000 (Continued)

Occupation(3)	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service.....	\$13.61	5.0	\$10.46	3.8	\$21.96	3.8
Protective service.....	18.92	14.8	10.13	9.7	26.21	2.7
Firefighting.....	22.55	5.4	-	-	22.55	5.4
Police and detectives, public service.....	29.44	2.8	-	-	29.44	2.8
Sheriffs, bailiffs, and other law enforcement officers.....	24.25	8.5	-	-	24.25	8.5
Guards and police, except public service.....	10.18	10.2	9.99	9.7	-	-
Food service.....	9.48	7.1	9.27	7.7	12.47	-
Waiters, waitresses, and bartenders.....	8.87	9.6	8.87	9.6	-	-
Waiters and waitresses.....	8.63	15.9	8.63	15.9	-	-
Waiters/Waitresses' assistants.....	9.27	11.7	9.27	11.7	-	-
Other food service.....	9.71	8.9	9.43	9.7	12.47	8.4
Cooks.....	15.47	14.4	15.04	17.2	-	-
Kitchen workers, food preparation.....	9.30	9.1	9.16	9.2	-	-
Food preparation, n.e.c.....	8.04	9.9	7.64	10.5	10.52	3.1
Health service.....	12.49	3.9	11.65	3.1	18.08	8.6
Health aides, except nursing.....	15.26	7.4	13.95	5.6	20.13	12.6
Nursing aides, orderlies and attendants.....	11.56	3.8	10.97	2.8	16.68	9.5
Cleaning and building service.....	11.81	6.3	10.11	6.2	17.65	5.5
Maids and housemen.....	10.23	7.5	9.94	7.8	-	-
Janitors and cleaners.....	12.08	7.5	10.11	7.6	17.77	5.8
Personal service.....	14.91	9.9	14.46	11.5	16.22	17.1
Attendants, amusement, and recreation facilities.....	9.26	19.4	-	-	-	-
Baggage porters and bellhops.....	7.45	4.2	7.45	4.2	-	-
Child care workers, n.e.c.....	14.42	23.2	-	-	-	-
Service, n.e.c.....	12.17	10.5	11.24	11.9	-	-

1 Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

2 All workers include full-time and part-time workers.

3 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in bulletin for more information.

4 The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a confidence interval around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2. Selected worker characteristics: Mean hourly earnings(1) by occupational group,(2) National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2000

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations.....	\$23.12	\$13.86	\$22.76	\$21.68	\$22.06	\$21.74
All excluding sales.....	23.46	14.66	22.87	22.31	22.51	23.21
White collar.....	27.23	17.17	26.32	26.16	26.28	23.23
White-collar excluding sales.....	28.18	19.85	26.70	27.76	27.42	35.82
Professional specialty and technical.....	33.69	28.04	32.98	33.23	33.15	-
Professional specialty.....	35.49	29.04	34.05	35.26	34.84	-
Technical.....	25.70	21.58	27.25	24.55	25.40	-
Executive, administrative, and managerial.....	36.66	22.48	25.97	38.33	36.38	-
Sales.....	17.32	8.50	16.31	15.13	13.79	20.80
Administrative support, including clerical.....	16.44	11.89	17.93	15.09	15.89	-
Blue collar.....	16.80	12.76	21.19	12.12	16.47	20.67
Precision production, craft, and repair.....	21.89	19.51	24.74	17.21	21.54	-
Machine operators, assemblers, and inspectors.....	13.04	-	18.91	11.03	13.03	-
Transportation and material moving.....	16.76	12.91	20.67	9.72	16.43	-
Handlers, equipment cleaners, helpers, and laborers.....	12.20	10.24	15.45	8.98	11.99	-
Service.....	15.14	8.80	17.42	9.94	13.65	-

1 Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

2 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in bulletin for more information.

3 Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

4 Union workers are those whose wages are determined through collective bargaining.

5 Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3. Establishment employment size: Mean hourly earnings(1) by occupational group,(2) private industry National Compensation Survey, San Francisco-Oakland-San Jose, CA, April 2000

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations.....	\$21.17	\$18.35	\$21.73	\$17.11	\$27.61
All excluding sales.....	21.68	19.09	22.17	17.20	28.07
White collar.....	25.94	22.17	26.71	21.73	31.40
White-collar excluding sales.....	27.56	24.30	28.17	23.05	32.25
Professional specialty and technical.....	33.46	30.95	33.77	29.57	35.71
Professional specialty.....	35.29	33.72	35.47	31.16	37.28
Technical.....	26.53	23.28	27.06	24.71	28.54
Executive, administrative, and managerial.....	38.59	33.07	39.92	34.63	43.53
Sales.....	15.20	12.57	16.02	16.34	14.79
Administrative support, including clerical.....	15.33	15.37	15.32	14.94	15.90
Blue collar.....	15.81	15.52	15.86	13.55	20.37
Precision production, craft, and repair.....	21.03	18.80	21.48	19.27	24.14
Machine operators, assemblers, and inspectors.....	13.02	12.72	13.05	11.83	16.05
Transportation and material moving.....	15.78	-	16.11	12.18	22.99
Handlers, equipment cleaners, helpers, and laborers.....	11.09	10.63	11.14	10.36	13.87
Service.....	10.46	8.54	10.97	9.41	14.59

1 Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

2 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

3 Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.